

COMMUNITY AND SENIOR SERVICES OF LOS ANGELES COUNTY

GLORIA MOLINA
YVONNE BRATHWAITE BURKE
ZEV YAROSLAVSKY
DON KNABE
MICHAEL D. ANTONOVICH

CSS Board Deputies Informational Meeting

AGENDA

Revised 1/20/04*

Wednesday, January 21, 2004 10:00 a.m. to Noon Conference Room 585AB Kenneth Hahn Hall of Administration

INTRODUCTION: Cynthia Banks, Chief Deputy

DISCUSSION

Board Letter:

- 1. Cal-WORKS Youth Jobs
- 2. Workforce Investment Act Marketing Campaign

Other Matters:

- Low-Income Home Energy Assistance Program (LIHEAP)
- Workforce Investment Act Update
- RWG Agreement*

Public Comment

Adjournment

Next Meeting, February 18, 2004

For information concerning this meeting contact Pat Senette-Holt, Board Liaison, at (213) 738-2065

CAL WORKS YOUTH JOBS

Board Letter Summary Sheet for CSS Board Deputies

\$ 4,500,000	Dollar Amount
used for contract service providers and \$127,020 will be used for Community and Senior Services (CSS) administrative costs, as indicated on Attachment A for provision of CalWORKs Youth Jobs program services, effective date of Board approval through September 30, 2004. 2. Authorize the Director or his designee, to negotiate and execute contracts, in substantially similar form to Attachment B, after County Counsel approval as to form, with CalWORKs Youth Job providers, listed on Attachment A, for the provision of CalWORKs Youth Jobs program services, effective date of Board approval through September 30, 2004. 3. Authorize the Director or his designee, to execute contract amendments in substantially similar form to Attachment C, to increase or decrease contract amounts based on contractor performance and availability of funding provided that: (a) the amount of change does not exceed 15% of the original contract amount; (b) approval of County Counsel, the Chief Administrative Office (CAO) and the Department of Public Social Services (DPSS) is obtained prior to any such amendment; and (c) the Director of CSS confirms in writing to the Board of Supervisors, the CAO and DPSS within 30 days after execution that such amendments have been executed. This action assures full expenditure of funds and is consistent with the Board's policy requiring review of contractor performance.	
IT IS RECOMMENDED THAT YOUR BOARD:	Summary of Board Letter
Community Senior Services / D.B. Quan, Youth Programs	Branch / Author, Title
1) 1/20/04 2) 2/17/04 3) 3/01/04	Tentative Dates: 1) Coming for clearance: 2) Intended for filing: 3) On Board Agenda:
APPROVAL OF PROVISIONAL CalWORKS YOUTH JOBS FUNDING ALLOCATIONS	Name of Board Letter

Additional Issues None
Strategic Plan Goal The recommended actions are consistent with the print Plan Goals of Service Excellence and Organizational I
Source of Funding CalWORKs Performance Incentive Funds from DPSS

\$1,566,657	\$283,339	\$91,921	\$40,238	\$294,889	\$856,270	Total
\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	
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\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	
\$1,566,657	\$283,339	\$91,921	\$40,238	\$294,889	\$856,270	LACWIA
	5	4	3	2	1	Ü
Total Amounts	S	cted Amounts	Supervisorial District Proje	upervisorial	S	Agency

Number of Clients Served by Supervisorial District

District 5:	District 4:	District 3:	District 2:	District 1:
161	52	23	167	485

TOTAL: 888

The Honorable Board of Supervisors County of Los Angeles 383 Kenneth Hahn Hall of Administration 500 West Temple Street Los Angeles, California 90012

Dear Supervisors:

APPROVAL OF CalWORKS YOUTH JOBS FUNDING ALLOCATIONS (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

- 1. Approve funding allocations in the amount of \$4,500,000, of which \$4,372,980 will be used for contract service providers and \$127,020 will be used for Community and Senior Services (CSS) administrative costs, as indicated on Attachment A for provision of CalWORKs Youth Jobs program services, effective date of Board through September 30, 2004.
- 2. Authorize the Director or his designee, to negotiate and execute contracts, in substantially similar form to Attachment B, after County Counsel approval as to form, with CalWORKs Youth Jobs providers, listed on Attachment A, for the provision of CalWORKs Youth Jobs program services, effective date of Board approval through September 30, 2004.
- 3. Authorize the Director or his designee, to execute contract amendments in substantially similar form to Attachment C, to increase or decrease contract amounts based on contractor performance and availability of funding provided that: (a) the amount of change does not exceed 15% of the original contract amount; (b) approval of County Counsel, the Chief Administrative Office (CAO) and the Department of Public Social Services (DPSS) is obtained prior to any such amendment; and (c) the Director of CSS confirms in writing to the Board of Supervisors, the CAO and DPSS within 30 days after execution that such amendments have been executed. This action assures full expenditure of funds and is consistent with the Board's policy requiring review of contractor performance.

The Honorable Board of Supervisors January 20, 2004 Page 2 of 5

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PURPOSE/JUSTIFICATION OF RECOMMENDED ACTIONS

CSS is the lead agency for the CalWORKs Youth Jobs Program (Long Term Family Self-Sufficiency Project #23) and receives CalWORKs Performance Incentive Funds from DPSS to administer the Program.

The CalWORKs Youth Jobs Program is a paid work experience program offered during the youth's school break and is designed to help CalWORKs youth move down the path to self-sufficiency and to enhance the Workforce Investment Act (WIA) Youth Program. Youth Jobs offers a preventative intervention strategy designed at encouraging youth who are currently in school to remain in school and at the same time, enable those who are out-of-school to experience the opportunities that further education can open up for them. Youth Jobs provides youth with tangible real life exposure to the world of work and because it is tied to an educational component through basic skills assessment and remediation, youth realize that the key to their future success lies in education. Youth Jobs has been in existence since 2000/01.

Continued Funding for CalWORKs

On June 23, 2003, the Department of Public Social Services (DPSS) presented a board letter that included a recommendation for the allocation of Performance Incentive funds. As your Board has identified maintenance of the Youth Jobs program as a major priority, one of the funding recommendations forwarded by DPSS was the funding of the CalWORKs Youth Jobs Program for 2004 in the amount of \$4.5 million for the provision of Youth Jobs services for the summer of 2004.

Your Board subsequently approved DPSS' \$4.5 million funding recommendation with the provision that up to \$450,000 would be allowed for preparatory/start up costs but stipulating, per Supervisor Burke's motion, that start up costs would be taken from the initial \$4.5 million, and not be in addition to that amount. Your Board further stipulated that preparatory/start up costs activities could commence in February 2004.

Performance Measures

The CalWORKs Youth Jobs Program performance evaluation is aligned with the County's Performance Counts! Initiative. The standard of performance measurement for program effectiveness is indicated by youth achieving one of the following positive outcomes:

- Youth remained/returned to school;
- Youth obtained high school diploma/GED; or
- Youth found unsubsidized employment.

The Honorable Board of Supervisors January 20, 2004 Page 3 of 5

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Implementation of Strategic Plan Goals

The recommended actions are consistent with the principles of the Countywide Strategic Plan Goals of Service Excellence and Organizational Effectiveness.

FISCAL IMPACT/FINANCING

Funding for the CalWORKs Youth Jobs program is made available by your Board's June 23, 2004 adoption of the consensus recommendations of the Stakeholders, consisting of representatives from DPSS, the Chief Administrative Office (CAO), New Directions Task force, Public Social Services Commission, and the Community Planning Group.

The projected cost for the CalWORKs Youth Jobs program for the term of the contract (date of Board approval through September 30, 2004) is \$4,500,000. A breakdown of the costs is provided below:

Tot	ai \$ 4,500,000
CSS Administration/Overhead	\$ 127,020
Los Angeles County Workforce Investment A Service Providers (Attachment A, Page 2)	Area \$ 1,566,657
7 LWIAs (Attachment A, Page 1)	\$ 2,806,323

Preparatory/Start-up costs of up to \$450,000 will be taken from the \$4.5 million total allocation.

The CalWORKs Youth Jobs program is fully financed using CalWORKs Performance Incentive funding from DPSS, which includes funding for administrative/overhead costs. There is no impact on the County general fund. Funding allocations for Youth Jobs will be included into CSS budget for two fiscal years: FY 2003-04 Budget and FY 2004-5 Proposed Budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The CalWORKs Youth Jobs program aims at helping teens become self-sufficient adults by providing paid work-based learning through employment opportunities during

The Honorable Board of Supervisors January 20, 2004 Page 4 of 5

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their school breaks coupled with basic skills remediation, career planning, and employment readiness skills training. Following completion of the program and to the extent WIA Youth Program funds are available, the CalWORKs youth are encouraged to participate in the WIA program.

The intent is to ensure that CalWORKs eligible youth receive services, not otherwise available, that will expose them to the world of work and which are also linked to educational learning. Eligible youth are teens ages 14-19 who are members of a family receiving CalWORKs cash assistance, with priority given to pregnant and/or parenting teens.

In an effort to ensure seamless service delivery and coordination between the WIA and CalWORKs programs, the WIA Youth service providers, as well as the other seven Local Workforce Investment Areas (LWIAs) in the County, are used for provision of CalWORKs Youth Jobs program services.

The funding levels for Los Angeles County's eight (8) LWIAs were established based on each LWIA's proportionate share of the total number of teens receiving CalWORKs assistance in the County (based on DPSS' most current data).

The Los Angeles County Workforce Investment Board (WIB) approved the allocation of the anticipated funding allocations on January 8, 2004.

There is a Memorandum of Understanding (MOU) between CSS and DPSS to provide CalWORKs Youth Jobs services. The MOU is automatically renewed for successive one-year periods contingent upon the availability of funding. DPSS has reviewed and concurs with the recommended actions.

CONTRACTING PROCESS

CSS released a Request for Proposal (RFP) on February 10, 2000 to solicit service providers for the CalWORKs Youth Jobs program in the Los Angeles County Workforce Investment Area. The sixteen (16) service providers on Attachment A are the successful applicants who were previously approved by your Board to provide program services.

CSS will ensure that all approved contractors are monitored relative to contract compliance and administrative, programmatic and fiscal requirements.

The Honorable Board of Supervisors January 20, 2004 Page 5 of 5

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Attachment D provides information about each contractor's status with regard to minority and women-owned business enterprises.

Youth Jobs Contractors and the eight (8) LWIAs have been notified of the continuation of CalWORKs Youth Jobs funding for the summer of 2004 and of Burke's motion to allow for preparatory/start-up activities as early as February, 2004. However, they have also been informed that no start-up activities can begin until CSS' funding recommendation board letter is filed and approved by the Board of Supervisors.

Contracts will be executed with terms of performance effective from the date of Board approval through September 30, 2004. Due to the fact that the contract period crosses two fiscal years (2003-04 and 2004-05), there will be one contract with two separate budgets (one for each fiscal year) for each of the sixteen (16) contractors and eight (8) LWIAs. This contracting process is contingent upon CSS getting authority to carryover any unspent funds from the first fiscal period into the second fiscal period.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Continuation of the CalWORKs Youth Jobs program for this short period will ensure that low-income and pregnant and/or parenting teens continue to receive valuable services which will enable them to attain self-sufficiency.

Respectfully submitted,

ROBERT RYANS Director

Attachments (4)

c: David E. Janssen Lloyd W. Pellman Violet Varona-Lukens Bryce Yokomizo

CaIWORKS YOUTH JOBS PROGRAM FY 2003-04/2004-05 FUNDING ALLOCATION FOR LOCAL WORKFORCE INVESTMENT AREAS

4,500,000	<u>a</u> \$	CalWORKs LTFSS Youth Jobs Funding Total \$
195,112	↔	Verdugo WIB
91,121	€	Foothill WIB
112,703	↔	Southeast Los Angeles County WIB
214,831	₩	Southbay Service Center WIB
1,693,677	↔	County of Los Angeles*
1,771,813	₩	City of Los Angeles
344,876	↔	City of Long Beach
75,867	⇔	Carson, Lomita, Torrance Workforce Investment Board (WIB)
		To Local Workforce Investment Areas (LWIA):
		CalWORKs LTFSS Youth Jobs Funding Distribution

CalWORKs LTFSS Youth Jobs Program:

					Grand Total
					CSS Administration
91,921	l co	\$ 40,238	294,889	856,270 \$	LACWIA Service Providers Total
5		-	6 44,922	32,343	Youth Opportunities Unlimited
⇔		↔	1	1	William S. Hart UHSD
↔		↔	1	182,660	West San Gabriel Valley Consortium (dba Career Partner)
\$ 41,123		↔ '	1	50,826	Southeast Area Social Services Funding Authority
\$		⇔ '	1	65,409	Soledad Enrichment Action Inc.
\$ 16,962		↔	8,726	1	SER South Bay/Jobs for Progress
₩.		⇔	1	65,409	Pomona Valley Youth Employment Services
⇔		↔ 1	1	145,121	Mid-San Gabriel Valley Consortium
⇔		↔ '	1	29,053	Maravilla Foundation
69		\$ 12,906	37,224	11,262	Los Angeles County Office of Education (LACOE)
49		↔ '	49,869	162,484	HUB Cities Consortium
\$ 33,836		↔ '	1	84,525	East San Gabriel Valley Consortium (dba LA Works)
⇔		↔ '	33,550	1	Communities in Schools
⇔		€9 1	84,474	1	City of Compton :
€9		\$ 27,332	36,124	27,178	Catholic Charities of Los Angeles Inc. (Archdiocese of LA)
-		٠	-	-	Antelope Valley One-Stop
District 4	\vdash	District 3	District 2	District 1	CalWORKs LTFSS Youth Jobs Funding Distribution:
					LA County Workforce Investment Area (LACWIA)

Contract N	lo.



COUNTY OF LOS ANGELES LONG-TERM FAMILY SELF-SUFFICIENCY PLAN CALWORKS YOUTH JOBS CONTRACT

This Contract is entered into this	day of	, 2004, by and between the
County of Los Angeles, by and through it	ts Department of	Community and Senior Services
("DCSS"), and	("CON	TRACTOR").

RECITALS

WHEREAS, in 1997, the California Legislature enacted the California Work Opportunity and Responsibility to Kids Act, also known as the CalWORKs program (*Cal. Welf. & Inst. Code* §11200 *et seq.*); and,

WHEREAS, the County has received funding under the CalWORKs program to administer various projects included in the Long-Term Family Self-Sufficiency ("LTFSS") Plan for CalWORKs and low-income families, which plan was approved by the Board of Supervisors on November 16, 1999; and

WHEREAS, the LTFSS Plan is coordinated by the County's Department of Public Social Services ("DPSS") through memoranda of understanding with various County departments designated as "Lead County Agencies" for administration of the implementation of the various projects; and,

WHEREAS, DCSS has entered into a memorandum of understanding ("MOU") with DPSS to effect an intra-fund transfer of CalWORKs monies for implementation of the CalWORKs Youth Jobs Project administered by DCSS; and,

WHEREAS, DCSS, with the concurrence of DPSS, has determined that effective and efficient administration of the CalWORKs Youth Jobs Project requires subcontracts with one or more Contractors, as the term is defined in the attached Exhibit A, Standard Terms and Conditions of this Contract; and,

WHEREAS, the CONTRACTOR is a public entity authorized to provide and/or administer services, including job training services, within the County of Los Angeles and,

WHEREAS, the County and the CONTRACTOR are entering into this Contract for the purpose of administering the CalWORKs Youth Jobs Project in accordance with applicable CalWORKs provisions, implementing regulations, grant requirements, rules and policies, including the terms of the MOU between DCSS and DPSS.

NOW, THEREFORE, for and in consideration of the foregoing premises and for the express intention of carrying out the purposes of the CalWORKs Youth Jobs Project as administered by the County of Los Angeles, the parties do hereby agree as follows:

SECTION 1. APPLICABLE DOCUMENTS. (a) This Contract consists of this four (4) page document and the following exhibits and attachments, inclusive:

- (1) Standard Terms and Conditions (Exhibit A)
- (2) Mandated Program Requirements (Exhibit B)
- (3) Statement of Work (Exhibit C)
- (4) Participant Characteristics Summary (Exhibit D)
- (5) Budget Forms (Exhibit E)
- (b) In the event of any conflict in the definition or interpretation of any word, responsibility, or contents of a deliverable product or service between this four (4) paged document and the exhibits attached hereto, said conflict or inconsistency shall be resolved in favor of Exhibit A to this Contract.
- **SECTION 2.** CONTRACTOR OBLIGATIONS. (a) CONTRACTOR shall comply with all terms and conditions of this Contract (including all terms contained in the exhibits hereto), and those imposed and required by CalWORKs provisions, implementing regulations, grant requirements, rules and policies (which may from time to time be amended, modified or revised by the State), and agrees to the terms and conditions of the MOU between DPSS and DCSS.
- (b) In addition to other obligations set forth in this Contract, and subject to County oversight, the CONTRACTOR shall perform those activities identified in the Statement of Work (Exhibit C).

•	SECTION 3.	COUNTY OBLIGATION	NS. (a) The Co	unty agrees to reimburse
CONTRACTOR	R for provision	of services identified in	the Statement o	of Work (Exhibit C) in
accordance wit	h relevant inv	picing policies and proce	dures set forth i	n this Contract; provided
however, that the	ne amount ob	ligated and paid to the C	ONTRACTOR I	by the County shall not
exceed		dollars (\$.00) during t	the term of this Contract.

- (b) The County agrees to reimburse CONTRACTOR for allowable administrative costs associated with carrying out the intent and purpose of this Contract; provided, however, that such costs do not exceed the limitations contained in the MOU between DPSS and DCSS; and further provided that such costs, when combined with amounts reimbursed for provision of services, does not exceed the allocation set forth in SECTION 3(a) herein.
- (c) Notwithstanding any provision in this Contract to the contrary, due to the uncertainty regarding the continued funding of the CalWORKs Youth Jobs mentioned herein, DCSS shall retain the right to terminate the Contract at any time if grant funding for the

Attachment B

advance writte	n notice	e of such termination.		
provided herei		ON 4. TERM. The term of this Cont and terminate no later than <u>Septemi</u>		
provided field				
	forth in t	ON 5. NOTICES/AUTHORIZED SIGN in Section 1. NOTICES required or perform ow or hereafter in effect, shall be ser	mitted to be given	
	(a)	County of Los Angeles		
		Robert Ryans, Director Department of Community and Senior Services County of Los Angeles 3175 West Sixth Street Los Angeles, CA 90020-1798		
	(b)	CONTRACTOR		
			_	
			-	
			_	
		Attention:		
Reimburseme	(c) nt Requ	Authorized Signatures. Person(s) a ests:	authorized to sign	CONTRACTOR's
		(Authorized Signature)	(Authoriz	red Signature)
		(Typed Name)	Typed N	ame)

CalWORKs Youth Jobs is otherwise terminated and/or the CalWORKs Youth Jobs is not authorized for continuation; provided however, that CONTRACTOR shall be entitled to 30-day

(Title)

(Title)

Attachment B

IN WITNESS WHEREOF, the County of Los Angeles, has caused this Contract to be subscribed on its behalf by the Director of Community and Senior Services, or his designee, and the CONTRACTOR has subscribed the same through its authorized officer, the day, month and year first above written. The person signing on behalf of the CONTRACTOR warrants that he or she is authorized to bind the CONTRACTOR, and attests to the truth and authenticity of representations made and documents submitted and incorporated as part of this contract, under penalty of perjury.

	COUNTY OF LOS ANGELES
	By:
Approved as to Form:	
LLOYD W. PELLMAN County Counsel	
By: Deputy	
	[CONTRACTOR NAME]
	By:(Signature)
	(Print or Type Name)
	(Title)

CalWORKS.YouthJobs.03.doc



CONTRACT#	
AMENDMENT#	

COMMUNITY AND SENIOR SERVICES OF THE COUNTY OF LOS ANGELES

CONTRACT AMENDMENT

CalWORKS YOUTH JOBS LONG TERM FAMILY SELF SUFFICIENCY PROGRAM

This the	AMEND COUN	MENT is made and entered into this day of 200, by and between TY OF LOS ANGELES, hereinafter referred to as the "COUNTY" and hereinafter referred to as the "CONTRACTOR".
purs	uant to	the parties hereto have previously entered into a Contract on the day of 2004 , the Long Term Family Self Sufficiency Plan – CalWORKS Youth Jobs whereby the DR was allocated (FY2004-05) for the provision of services; and
WHE set fo	EREAS, to	he parties hereto desire to amend said Contract in accordance with the terms and conditions v .
NOV	V THERE	FORE, the parties hereto agree as follows:
	I.	Subsection (a) of SECTION 3 (COUNTY OBLIGATION), is amended in its entirety as follows:
		The County agrees to reimburse CONTRACTOR for provision of services identified in the Statement of Work (Exhibit C) in accordance with relevant invoicing policies and procedures set forth in this Contract; provided, however, that the amount obligated and paid to the CONTRACTOR by the County shall not exceed dollars (\$00) during the term of this Contract.
	II.	SECTION 4 (TERM) is amended in its entirety to read as follows:
		The term of this Contract shall commence on[original date], 2004 and terminate no later than, 200, except as otherwise provided herein.
	III.	The following ATTACHMENT AND EXHIBIT DOCUMENTS are hereby amended by adding new/revised documents, which are attached hereto, and which will reflect the time extension and/or increase in services, as applicable:
		Statement of Work (Exhibit C) Participant Characteristics Summary (Exhibit D) Budget Forms (Exhibit F)

IV. Except as expressly amended by this Amendment, the terms and conditions of the original Contract shall remain in full force and effect

IN WITNESS WHEREOF, the County of Los Angeles has caused this contract amendment to be subscribed on its behalf by the Director of Community and Senior Services, or his designee, and the CONTRACTOR has subscribed the same through its authorized officer, the day, month, and year first above written. The person signing on behalf of the CONTRACTOR warrants under penalty of perjury that he or she is authorized to bind the CONTRACTOR.

	COUNTY OF LOS ANGELES
	By:
Approved as to Form: LLOYD W. PELLMAN County Counsel	
By: Deputy	
	CONTRACTOR
	By:(Signature)
	(Signature)
	(Print or Type Name)
	(Title)
	(Date)

CalWORKs.amend Revised 1/04

Minority/Participation/Ownership of Firms/Agencies Entities PERCENT MINORITY/WOMEN PARTICIPATION

FIRM/AGENCY/ENTITY	OWNERSHIP (1)	PARTNERSHIP (1)	BOARD MEMBERS	STAFF
Antelope Valley	N/A	N/A	58%/64%	75%/75%
East San Gabriel Valley Consortium dba L.A. Works	N/A	N/A	33%/33%	38%/33%
Career Partners / El Monte	N/A	N/A	63%/25%	73%/73%
West San Gabriel Valley Consortium dba Career Partners	N/A	N/A	18%/18%	86%/69%
City of Compton	N/A	N/A	100%/17%	10%/80%
Hub Cities Consortium	N/A	N/A	83%/17%	95%/67%
Southeast Area Social Services Funding Authority (SASSFA)	N/A	N/A	60%/40%	72%/78%
Communities in School	N/A	N/A	77%/61%	95%/73%
Los Angeles Office of Education (LACOE)	N/A	N/A	43%/86%	85%/85%
Archdiocese of Los Angeles	N/A	N/A	33%/50%	85%/78%
Pomona Valley Youth Employment Services	N/A	N/A	100%40%	100%/80%
Soledad Enrichment Action, Inc.	N/A	N/A	69%/10%	99%/44%
SER So. Bay/Jobs For Progress	N/A	N/A	100%/60%	90%/75%
Maravilla Foundation	N/A	N/A	100%/13%	95%/30%
William S. Hart UHSD	N/A	N/A	20%/40%	15%/60%
Youth Opportunities Unlimited	N/A	N/A	60%/60%	50%/70%

Workforce Investment Act Marketing Campaign

Board Letter Summary Sheet for CSS Board Deputies

Name of Board Letter	Workforce Investment Act Outreach Campaign, Fiscal Year 2003-04
Tentative Dates:	
1) Coming for clearance:	1) January 2004
2) Intended for filing:	2) March 16, 2004
3) On Board Agenda:	3) March 30, 2004
Branch/ Author	Employment and Training / Business Services and Marketing Division
	Grace Sanchez, Analyst, 213-738-2656
Summary of Board Letter	This Board Letter requests continuation of outreach activities for workforce development
	services using multiple funding sources, including LA County WIA Adult/Dislocated Worker/
	and Youth Program funds; and contributions from the City of Los Angeles and the South
	East Los Angeles County (SELACO) WIBs. This is a regional effort to promote employment
	and training services throughout LA County and represents a partnership with various other
	organizations
Dollar Amount	\$1,022,139
Source of Funding	LA County WIA Adult, Dislocated Worker, Youth Program Funds and City of Los Angeles
	and SELACO WIBs. LA County is leveraging funds from partner workforce development
	agencies that support the WorkSource California system.
Strategic Plan Goal	Service Excellence and Workforce Excellence
Additional Issues	CSS is in the process of releasing a Request For Proposal for marketing services.

March 30, 2004

Honorable Board of Supervisors County of Los Angeles 383 Kenneth Hahn Hall of Administration 500 West Temple Street Los Angeles, CA 90012

Dear Supervisors:

WORKFORCE INVESTMENT ACT (WIA)
MARKETING CAMPAIGN, FY 2003-04
(ALL SUPERVISORIAL DISTRICTS) (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

- 1. Authorize the Director of Community and Senior Services (CSS), or his designee, to conduct marketing and outreach for workforce development services to businesses and job seekers, under the identity of *WorkSource California*, through June 30, 2004, using \$1,022,139 from various funding sources as outlined in Attachment A.
- 2. Authorize the Director of CSS, or his designee, to accept \$150,000 from the City of Los Angeles, which will be incorporated into the overall marketing budget to provide services in accordance with the existing contract between CSS and the City of Los Angeles.
- 3. Authorize the Director of CSS, or his designee, to execute the strategies noted in Phase II of the Marketing Outreach Plan, Attachment B;
- 4. Authorize the Director of CSS, or his designee, to execute a contract, in a form substantially similar to Attachment C, in the amount of \$822,667, with _____ marketing firm, after County Counsel approval and effective the date of Board approval, through June 30, 2004; authorize CSS to extend contract for a period of one year based on satisfactory performance and availability of funding.
- 5. Authorize the Director of CSS, or his designee, to spend \$199,472 on events, website enhancements and outreach activities, which are not part of the Marketing Outreach Plan.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION:

This letter requests the Board to authorize CSS to continue marketing and outreach, which will provide employment services and opportunities to those affected by the recent economic downtown. These efforts include measurable results that are directly linked to empowering communities, producing and equipping a qualified workforce with

the skills needed in today's job market. Furthermore, these activities are essential for growing the local economy through increased visibility of the Workforce Development System.

A marketing firm will be contracted to design and implement a new advertising campaign to appeal to businesses and career seekers, with a primary emphasis placed on businesses. The campaign will also focus on reaching senior workers, youth and persons with disabilities and print materials will be produced in several languages other than English, including, but not limited to, Spanish, Vietnamese, Chinese, and Russian. The marketing firm will also conduct an evaluation of the campaign.

FISCAL IMPACT/FINANCING:

The marketing and outreach that will be conducted during this fiscal year are from several funding sources, including Workforce Investment Act Adult, Dislocated Worker, and Youth. On June 10, 2003, your Board approved the use of \$208,102 in FY 2002-2003 WIA Adult, \$174,001 in WIA Dislocated Worker, and \$240,036 in WIA Youth Program funds. Countywide marketing efforts are also being financially supported by the City of Los Angeles and by the Southeast Los Angeles County Workforce Investment Board. The combined total allocated for marketing and advertising in FY 2003-04 is \$1,022,139.

Funding Source	Amount
WIA Adult	\$208,102
WIA Dislocated Worker	\$174,001
WIA Youth	\$240,036
City of Los Angeles	\$375,000
SELACO	\$25,000
Total	\$1,022,139

These activities will have no negative impact on the Los Angeles County General Fund.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS:

Since year 2000, CSS, on behalf of the Los Angeles County WIB, has engaged in an aggressive marketing and branding campaign for workforce development services. *WorkSource California* is the name established to represent the services available in the greater Los Angeles region and is displayed on all marketing materials disseminated to the public.

CSS continues to collaborate with other County Departments, Workforce Investment Areas, and State agencies on regional projects that focus on enhancing the local Workforce Development System, with *WorkSource California* as the unifying symbol. Marketing and outreach efforts to date have redirected business toward stability and have helped thousands of County residents access employment services during these ever-changing economic times.

PERFORMANCE MEASURES: Performance measures are outlined in the contract for the new marketing firm. Additionally, campaign outcomes will be tracked through an increase in volume by 10% through the Job Seeker and Employer Call Centers, WorkSource California website, kiosks, and traffic to the WorkSource Centers. This increase will be assessed at the end of the campaign period. Progress reports will be provided to your Board.

IMPLEMENTATION OF STRATEGIC PLAN GOALS:

The recommended actions are consistent with Goal #1 Service Excellence, of the Los Angeles County Strategic Plan, which is to provide the public with easy access to quality information and services that are both beneficial and responsive.

CONTRACTING PROCESS:

A Request for Proposal (RFP) process for marketing services was conducted on _____. CSS composed an Evaluation Team made up of individuals that included staff, Workforce Investment Board members, and outside experts that evaluated and rated the proposals. The RFP process was in compliance with the County's Contracting Procedures and was listed with the Office of Small Business. Additional notices of the RFP were provided to the Los Angeles Economic Development Corporation and WorkSource Centers. The recommended marketing firm _____ was approved by the WIB on March 11, 2004.

On June 24, 2003, your Board approved CSS to accept \$225,000 and enter into an agreement with the City of Los Angeles for regional marketing through June 30, 2004. The additional \$150,000 provided by the City of Los Angeles will be incorporated into the existing agreement between CSS and the City. The total amount will now be \$375,000.

IMPACT ON CURRENT SERVICE:

The recommended actions will continue to provide businesses with opportunities for growth and access to a diversified workforce, while connecting the public with avenues for employment services.

Respectfully submitted,

ROBERT RYANS Director

Attachments (3)

c. David E. Janssen Lloyd W. Pellman Violet Varona-Lukens

Attachment A

		Outreach Budg PY 2003-2004	
	Revenue	Expenditures	
Total Funds	\$1,022,139		
WIA Adult	\$ 208,102		
WIA Dislocated	\$ 174,001		Represents set-aside funds from WIA programs for 2003-04 FY
WIA Youth	\$ 240,036		2003-04 F1
City of Los Angeles	\$ 375,000	2	Represents contributions from partner WIAs for
SELACO	\$ 25,000		2003-04

General Outreach (Marketing Firm)		\$822,667	CSS will release an Request For Proposal to contract a marketing firm to develop and execute a campaign on workforce development services to businesses and career seekers
		\$62,428	Advertising - CSS to procure vendors for unplanned or special advertisements.
		\$54,950	WorkSource Website: CSS will contract ISD to enhance the website.
Outreach Activities		\$42,094	Events - CSS to secure sponsorships at trade shows, job fairs and conferences; and outreach at seminars, association meetings and other public events.
(CSS)		\$40,000	Project Management – CSS will conduct in-house activities and oversee the work produced by the Contractor.
	A STANDARD OF THE STANDARD	\$199,472	
	Total	\$1,022,139	

EXHIBIT C

VENDOR CONTRACT PERFORMANCE MEASURES

- Contractor will be measured on the timeliness of production and placement of advertisements based on an approved time schedule according to the terms of a signed contract.
- 2. Contractor will be measured on the quality of the work products through a preliminary review and approval of draft marketing materials.
- 3. Contractor will be measured on the professionalism maintained with management and staff through quarterly progress reports provided by Los Angeles County staff.
- 4. Contractor will be measured based on a survey capturing satisfaction of the presentations and trainings to staff, the Workforce Investment Board, and WorkSource Centers on the new campaign. Results will be shared with Contractor for corrective action plans when necessary.
- Contractor will be measured on the methods and instruments developed to capture substantive data that will measure pre and post marketing efforts.
- 6. Contractor will be measured on the effectiveness of the marketing campaign by gradual increases in call volume to the WorkSource Job Seeker and Employer Call Centers, the WorkSource Centers Monthly Outreach Reports, and hits to the WorkSource California website, which will lead to increase usage of services. This will include capturing testimonials and other success stories from internal and external customers to be featured in the WorkSource electronic newsletter.
- 7. Contractor will be measured on satisfactory completion of each deliverable stated in the Statement of Obligations and timelines. An inability to meet and keep to timelines could lead to a termination of the contract.

Management will provide regular feedback on the Contractor's performance in the aforementioned areas.

Management will work with the Contractor to ensure improvement and completion of deliverables.

Management will provide reports and other data collected on the tracking of the campaign to assist the Contractor in measuring the overall campaign effort.



AGN.	NO.	

MOTION BY SUPERVISOR YVONNE BRATHWAITE BURKE

January 13, 2004

The federal Low-Income Home Energy Assistance Program (LIHEAP) was created in 1981 as a block grant allocated to States to operate multi-component home energy assistance programs for qualified, low-income households. The legislation stipulates that the distribution of funds should be coordinated with public or non-profit entities, which have experience in assisting low-income individuals, such as the Community Services Block Grant (CSBG) program. In FY 2003, the State of California was allocated approximately \$77 million. During the same period, the four LIHEAP program operators/contractors providing services in Los Angeles County were allocated nearly \$17 million.

Throughout California, LIHEAP funds are administered primarily by Community Action Agencies (CAAs). Although the County's Department of Community and Senior Services (DCSS) is a locally designated 'Community Action Agency', it is precluded from competing for LIHEAP funds. Current statutes, enacted in 1997 (SB 558), have been interpreted by the State Department of Community Services and Development

-M-O-R-E-

	MOTION
MOLINA	
BURKE	
YAROSLAVSKY	
ANTONOVICH	
KNABE	

MOTION BY SUPERVISOR YVONNE BRATHWAITE BURKE

January 13, 2004

Page 2

(DCSD) to mean that present LIHEAP providers in Los Angeles County are afforded

protection under federal and states laws and that formation of service regions beyond

those that were in place in 1995, or those that were in place in Los Angeles County in

January 1997, shall occur only with the concurrence of service providers within the

proposed regions.

Legislation is needed in order to clarify existing laws to allow DCSS to compete

for LIHEAP funds. DCSS through a network of over 100 non-profit agencies of CSBG

and Area Agency on Aging program operators/ contractors is in a better strategic

position to provide LIHEAP services to qualified low-income families and the elderly

population throughout the county.

I, THEREFORE, MOVE THAT THE BOARD instruct our advocates in

Sacramento to assist in seeking approval of legislative proposals that would enable Los

Angeles County to compete directly for federal Low-Income Home Energy Assistance

Program funds.

#####

YBB:JO:jt3(LIHEA)

Date: January 13, 2004

To: Los Angeles County Board of Supervisors

From: Veterans in Community Service (VICS)

Pacific Asian Consortium in Employment (PACE)

Maravilla Foundation, Inc.

Community Enhancement Services (CES)

RE: Motion submitted by Supervisor Burke (04-0151)

The four (4) current Low Income Home Energy Assistance Program (LIHEAP) providers, strongly oppose the motion made by Supervisor Burke dated January 13,2004 (04-0151) on the following grounds:

 The motion implies that the County CAA did not have an opportunity to compete for the LIHEAP funding in the past.

Clarification:

The County CAA had been a LIHEAP Provider until 1996 although the actual provision of LIHEAP services had been subcontracted by the County CAA to the existing LIHEAP providers. They had been provided every opportunity to compete LIHEAP funding in 1996 during the formation of service regions by the Department of Community Services and Development (CSD). By the decision of the Los Angeles County CAA, communicated to CSD by its past Executive Director Mr. Henry Knawls the County CAA had made a voluntary decision not to participate in LIHEAP service provision at that time. The details are on file with CSD.

2. The motion implies that the current LIHEAP providers in Los Angeles County were afforded special protections which were not afforded to other LIHEAP providers throughout the state.

Clarification:

All current LIHEAP providers throughout the state had been afforded the same protections as the Los Angeles Providers (they had been grandfathered into the law). Changing the existing law in order to deprive the current LIHEAP providers in Los Angeles County from the same protections, as enjoyed by the LIHEAP providers in all other counties of the state would mean that Los Angeles LIHEAP Providers are treated differently.

Removing the grandfathering protections from the entire statewide network would result in disruption of LIHEAP services throughout the state.

The motion states that "Throughout California, LIHEAP funds are 3. administered primarily by Community Action Agencies (CAAs)".

Clarification:

The federal legislation does not provide for any preferential treatment of CAAs over CBOs. Los Angeles County CAA by far not the only CAA in the state which does not provide LIHEAP services. There are 23 other counties where LIHEAP services are provided by CBOs.

The motion states that "DCSS through a network of over 100 non-4. profit agencies of CSBG and Area Agency on Aging program operators/contractors is in a better strategic position to provide LIHEAP services to qualified low-income families and the elderly population throughout the county."

Clarification:

The existing regulations require all contractors to provide all the aspects of the LIHEAP program including Home Energy Assistance Program (HEAP), Weatherization (WX) and Furnace Repair and Replacement (FRR).

The CSD contract language specifies that the non-profit organizations that are performing WX activities should possess an active Class "B" General Building Contractors license, issued in the agency's name by the Contractor's State Licensing Board (CSLB).

Those local providers who do not possess the Class "B" license would not be eligible to provide LIHEAP services.

We take a strong exception to the implication contained in the б. motion that certain segments of the population such as senior citizens are not getting their fair share of LIHEAP services.

Clarification:

The data available through CSD clearly illustrates that all four current LIHEAP providers concentrate their outreach efforts on the vulnerable population groups including senior citizens, disabled and families with children under 6 years.

- We are concerned about the fact that none of the existing LIHEAP 6. providers had been contacted or invited to participate in any discussion during the preparation of this motion. In all fairness we would like to be given an opportunity to respond to or clarify any issues contained in this motion.
- Currently the County CAA has given up a significant amount of 7. CSBG funds to the rural CAAs. We are concerned about the fact

that County CAA is contemplating gaining LIHEAP dollars in lieu of the loss of CSBG funding. This will not help the loss of services to the low-income population due to the loss of CSBG since the LIHEAP funds are restricted to energy services.

In conclusion, we believe displacing legitimate LIHEAP service providers with over 20 years of experience and a very positive track record with CSD, can not possibly constitute good public policy.

We urge the members of the Board of Supervisors to vote against this motion or at the very minimum to table the motion and refer the subject for further study.

ASSOCIATION OF CALIFORNIA COMMUNITY AND ENERGY SERVICES

Hoard of Directors

Alex Sotomayor.

President

William Parker Vice President

Louise Perez
Secretary/Treasurer

Kerry Doi Director

Tony Gallegos
Director

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Director

Zigmund Vays Director

Executive Director
James Hodges

Member Organizations

Bay Area Poverty Resource Council San Francisco, Sunta Clara, Alumeda, Cantra Costa, Sun Mateo, and Santa Cruz Counties

Campesinos Unidos, Inc.
San Duega and Imperial Countes

Central Valley Opportunity Center Stantelast County

Community Action Agency of San Matco County, Inc.
San Matco County

Community Enhancement Services
Los Angoles County

Community Resource Project, Inc.
Sacramenta County

Economic Opportunity Council of San Francisco
San Francisco County

Maravilla Foundation
Los Angeles County

MAAC (Metropolitan Area Advisory Committee)
Project
San Diego County

North Coast Energy Services

Mendacina, Solano, Yolo and Lake Counties

PACE (Pacific Asian Convortium in Employment)

Las Angeles County

TELACU (The East Los Angeles Community Union)
Los Angeles County

Ventura County Commission on Human Concerns

Ventura County

Verenana in Community Service, Inc.
Los Angeles County

January 12, 2004

To: Supervisor Don Knabe, Chairman

Supervisor Gloria Molina

Supervisor Yvonne Brathwaite Burk

Supervisor Zev Yaroslavsky

Supervisor Michael D. Antonovich

From: James Hodges, Executive Director, ACCES

Re: Item No. 2, Agenda of January 13 of 2004: Motion to Support Legislative Proposals to Enable Los Angeles County to Compete for Low Income Home Energy Assistance Program (LIHEAP) Funds.

The membership of our organization, ACCES, comprises Community Action Agencies and Community Based Organizations throughout California which provide services to low income households through programs such as LIHEAP and Community Services Block Grant (CSBG).

Item No. 2, Agenda of January 13, 2004 appears to be based on misinformation. The action proposed would NOT "increase access to funding under the Low Income Home Energy Assistance Program in Los Angeles county," as stated in the memo to the Supervisors from Chief Administrative Officer, David E. Janssen. The proposed action would not provide even one more LIHEAP dollar to the county of Los Angeles. It would only affect which organizations distribute the fixed LIHEAP allocation to the county's low income households. This allocation formula is set by LIHEAP's administrator, the state Department of Community Services and Development (CSD).

The true problem for low income households is that Los Angeles County, the City of Los Angeles, and Long Beach do not receive a fair and reasonable share of LIHEAP funds because CSD uses an outdated allocation formula which was based 1990 census data and had set aside large amounts of funds for the exclusive use of rural counties, and which shortchanges areas with moderate climates, such as Los Angeles county. The county of Los Angeles receives the lowest per

PO Box 19315 Sacramento, California 95618-0315 Tel (916) 451-7011 Email <ACCESorg@ol.com>

Workforce Investment Act Update

REVISED 2004 SCHEDULE OF WIB MEETINGS

October 27: (4 th Wednesday) 10:00 a.m. – Certification/Recertification	October 26: (4th Tuesday) 10:00 a.m. — Quality Improvement & Financing 12:00 Noon — Business Services/Marketing	October 14: (2 nd Thursday) 10:00 a.m No meeting scheduled 12:00 Noon - WIB Board Meeting	July 27: (4th Tuesday) 10:00 a.m. — Quality Improvement & Financing 12:00 Noon – Business Services/Marketing	JULY July 8: (2 nd Thursday) 10:00 a.m. — Youth Council 12:00 Noon — WIB Board Meeting	April 27: (4th Tuesday) 10:00 a.m. — Mature Worker Council 12:00 Noon — Legislative Action Committee	APRIL 16 & 17(FRIDAY AND SATURDAY) OFF-SITE STRATEGIC PLAN REFRESH		12:00 Noon – Business Services/Marketing January 28: (4 th Wednesday) 10:00 a.m. – Certification/Recertification 12:30 p.m. – Mature Worker Council (Special Meeting)	ncing	Y ation/Recertification.
	November 23: (4th Tuesday) 10:00 a.m. — Mature Worker Council 12:00 Noon – Legislative Action Committee	November 10: (2 nd Wednesday) 10:00 a.m Youth Council 12:00 Noon - Executive Committee	No other regular meetings scheduled	AUGUST August 25: (4 th Wednesday) 10:00 a.m Certification/Recertification	May 26: (4 th Wednesday) 10:00 a.m. – Certification/Recertification	May 25: (4th Tuesday) 10:00 a.m. — Quality Improvement & Financing 12:00 Noon – Business Services/Marketing	MAY May 13: (2 nd Thursday) 10:00 a.m Youth Council 12:00 Noon - Executive Committee	February 25: (4 th Wednesday) 10:00 a.m. – Certification/Recertification	February 24: (4th Tuesday) 10:00 a.m. — Mature Worker Council 12:00 Noon – Legislative Action Committee	FEBRUARY February 12: (2 nd Thursday) 10:00 a.m Youth Council 12:00 Noon - Executive Committee
		<u>DECEMBER</u> No regular meetings scheduled	September 28: (4th Tuesday) 10:00 a.m. – Mature Worker Council 12:00 Noon – Legislative Action Committee September 29: (4 th Wednesday) 10:00 a.m. – Certification/Recertification	September 9: (2 nd Thursday) 10:00 a.m. – Youth Council 12:00 Noon – Executive Committee		June 22: (4th Tuesday) 10:00 a.m. – Mature Worker Council 12:00 Noon – Legislative Action Committee	June 10: (2 nd Thursday) 10:00 a.m. – Youth Council 12:00 Noon – Executive Committee	March 24: (4 th Wednesday) 10:00 a.m. – Certification/Recertification	March 23: (4th Tuesday) 10:00 a.m. – Quality Improvement and Financing 12:00 Noon – Business Services/Marketing	MARCH March 11: (2 nd Thursday) 10:00 a.m. — Youth Council 12:00 Noon — Executive Committee

Los Angeles County Workforce Investment Board

Josie Marquez, Executive Director

Richard Nichols, Chairman of Board

Save the Date!!!

5th Supervisorial District Awards Banquet Friday, February 27, 2004 5:30 PM

The first in a series of Awards Banquets for participants of the Workforce Development System is being held in Supervisor Michael Antonovich's District 5, at the Four Points Barcelo Hotel in Monrovia, on Friday evening February 27. All training agencies from the Fifth District are encouraged and welcome to nominate participants of their programs. All nominees will be hosted by the organization that nominates them, certificates will be given to all nominees. At least one nominee from each category will be asked to make a verbal presentation of their participation.

The categories are: Youth, Adult, Mature Worker and Employer. Nomination forms will be mailed soon, if you do not receive them by January 19, please call (626) 443-0180 and let me know. We are working on a tight schedule, forms must be returned by February 4. Start working on your nominees now.

Supervisor Antonovich will make the presentations and Congressman "Buck" McKeon has been invited to be our speaker for the evening. Sal Velasquez , LA Works, has volunteered his staff to handle the reservations. The San Gabriel Valley Economic Partnership Workforce Committee is handling all the details, collecting the money etc. In other words make checks out to S.G.V. Econ. Partnership.

The fee is \$40.00 per person, table of ten \$400.00. We are also seeking a few Dinner Sponsors at \$2,000.00, this includes table of ten and listing as Sponsor.

More information soon. Mark your calendar now. Maximum of 300 people.

Sincerely,

Richard Nichols

WIB Chair

COUNTY OF LOS ANGELES FIFTH SUPERVISORIAL DISTRICT WIB NOMINATION 2004

The following nomination is submitted for the 2004 County of Los Angeles WIB Recognition (please print or type). Duplicate as needed.

NAME OF NOMINEE	
CATEGORY OF THE NOMINEE	
ADULT NOMINEE (Nominee was age 22 or older at the end of 2003)	СНЕСК
YOUTH NOMINEE (Nominee was age 21 or younger at the end of 2003)	СНЕСК
<u></u>	
EMPLOYER NOMINEE (Exemplary service benefiting JTPA participants)	СНЕСК
NOMINATING AGENCY	CONTACT PERSON
TELEPHONE NO.	FAX NO.
ADDRESS OF NOMINATOR	

Mail Nomination Forms to:

Richard Nichols P.O. Box 5866 El Monte, CA 91734-1866

COUNTY OF LOS ANGELES FIFTH SUPERVISORIAL DISTRICT WIB NOMINATION 2004

Please provide a summary of the primary reasons for nominating this individual/employer for recognition. The objective is to document what is special about the nominee.

REGIONAL WORKFORCE GROUP (RWG) AGREEMENT WITH THE COUNTY OF LOS ANGELES FACT SHEET

REGIONAL WORKFORCE GROUP (RWG) AGREEMENT WITH THE COUNTY OF LOS ANGELES Fact Sheet

Background

Prior to the enactment of the Workforce Investment Act (WIA) of 1998, the County of Los Angeles Department of Community and Senior Services County had a long standing relationship of nearly 25 years with the **Prime Agents (now known as Regional Workforce Groups (RWG's).** The agreement between the County and the Prime Agents (L.A. Works, Career Partners, Hub Cities, Compton Career Link, SASSFA and the former Mid San Gabriel Valley Consortium) defined the following:

- Legal Relationship between the County designated agencies listed above that had consortiums of cities by way of Joint Powers Agreements (JPS's) with those cities.
- Defined County and Prime Agent (aka RWG's) responsibilities
- Established County's agreement with regard to the allocation of JTPA funds by formula to the Prime Agents.

Status of Agreement

With the enactment of WIA, it was recognized by both the County and the RWG's (aka Prime Agents) that a new agreement with all applicable revisions based on the WIA program requirements was needed. Therefore, a process of crafting an agreement that met the expectation of the WIA law and included safeguards for the County was begun between the County and the Prime Agents. In the course of this process, the Prime Agents changed their name to Regional Workforce Groups.

In recent months, CSS and the RWG's have had discussions on areas of concern to the both the County and RWG's which included, the County's request for added assurances in the agreement governing disallowed costs and the Cities in the JPA's responsibilities in the event such costs cannot be recovered through the CSS contracted agency, and, the RWG's request for clear language governing carryover policies to the RWG's.

On January 9, 2004, in a meeting between County Counsel, CSS staff and representatives from 3 RWG's and their attorney resulted in the following:

- 1. Various agreements on language changes still necessary to the agreement were reached to strengthen the area of Indemnification.
- 2. Agreement to craft consensus language governing Carryover
- 3. Both Councils agreed to craft the language within two weeks.

Next Steps

- January 22, 2004 the WIB's By Laws Committee will review the RWG agreement and make a final recommendations to the WIB
- February 12, 2004 the Executive Committee of the WIB will consider the recommendations from the By Laws Committee
- Early April 2004 Board Letter for the Board of Supervisors Consideration